GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA

UNSTARRED QUESTION NO:901
ANSWERED ON:28.04.2016
Shortage of Engineers/Cabin Crew in Aviation Industry
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Will the Minister of CIVIL AVIATION be pleased to state:

(a) whether there is shortage of engineers and cabin crew including pilots in the aviation industry including Air India of the country;

(b) if so, the details thereof and the reasons therefore;

(c) whether shortage of crew is affecting operation of services leading to delays and cancellation of flights;

(d) if so, the details thereof;

(e) the steps taken/proposed to be taken by the Government to check the exodus of pilots and engineers in the country;

(f) whether a huge amount is due in salary of employees of Air India; and

(g) if so, the details thereof and the steps taken by the Government in this regard?

Answer

Minister of State in the Ministry of CIVIL AVIATION

(Dr Mahesh Sharma)

(a) & (b) There is no shortage of Engineers in the major airline operators like Jet Airways, Indigo and Air India. However, some of airline operators / maintenance organizations reported shortage of type rated engineers. The reasons for such shortage are mainly due to:-

(i) Non availability of sufficient DGCA approved type training organization in country and abroad;

(ii) Migration of type rated engineers to other countries. There is also shortage of type rated Commanders in the country due to growth in aviation industry and induction of new aircraft in the fleet of the airlines. However, sufficient numbers of Indian co-pilots are available and employed with the airlines.

To cover the shortage of type rated pilots, validation of foreign pilots is done as per rule 45 of Aircraft rules, 1937. Indian pilots who are inducted
by airlines and are eligible to become PIC (Pilot command/Commander) are being trained to phase out expat pilots as per the policy of airlines. As a follow up, cases of Foreign Aircrew Temporary
Authorisation (FATA) pilots are processed on the basis of information furnished by each airline and only after obtaining security clearance from MHA. The strength of foreign pilots have decreased in the subsequent years as more and more Indian co-pilots are upgraded to commanders.

DGCA has issued following regulations to ensure availability of crew with the operator
1. For cabin crew, CAR Section 7, Series J, Part I and Rule 38B of Aircraft Rule 1937 states the minimum number of cabin crew required.

2. For Pilots, CAR Section 3, Series C Part II states that on regular employment sufficient number of flight crew and cabin crew but not less than 3 sets of crew per aircraft.

However, operators are employing cabin crew and pilots more than the regulatory requirement depending on their schedule and aircraft utilization.

(c) & (d) No such information is maintained by DGCA.

(e) As and when request is received by DGCA from type training organizations located within or outside the country for grant of approval for engineers, the same is granted upon compliance of regulation.

DGCA has issued CAR Section -7, Series X, Part II which specifies the requirements of "Notice Period" by the pilots to the airlines employing them (within India) before resigning from the airlines.

(f) & (g) Air India employees are regularly paid their salary and allowances and in fact, all salary payments have been paid upto the

month of March, 2016. Air India management, pending the implementation of the Justice Dharamadhikari Report (JDC), had deducted an adhoc amount of 25%
from the allowances payable to the employees w.e.f. July, 2012 onwards upto the date of implementation of the JDC Report. However, this amount has been restored to those categories of employees whose agreements have been implemented following JDC report commencing
from October, 2014 onwards.

Air India is also implementing the recommendation of the JDC regarding revised pay structure to certain categories of employee such as cabin crew etc.